

PERSONNEL 4011

PROHIBITION OF SEX DISCRIMINATION

The Manchester Board of Education will comply with the final Title IX regulations implementing Educational Amendments of 1972 prohibiting sex discrimination in education. The Board affirms that it will implement specific and continuing steps to notify applicants for admission and employment, students and parents of elementary and secondary school students, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining agreements that it does not discriminate on the basis of sex in the education programs or the activities which it operates.

The Manchester Board of Education reaffirms its policy 4010, "Equal Employment Opportunity, Affirmative Action," adopted March 10, 1975. The Superintendent of Schools is authorized to designate an employee of the Board of Education who will coordinate compliance with Title IX, including receipt and investigation of any complaint alleging non-compliance. The Superintendent will develop, publish and distribute appropriate guidelines and procedures, including a grievance procedure, to implement this policy.

Grievance Procedure*

- 1.) In order to ensure continued implementation of the objective expressed above, the Superintendent of Schools shall supervise and coordinate the conduct of an evaluation of all existing employment and educational programs and practices.
- 2.) Complaints alleging unlawful discrimination shall be filed in writing with the Superintendent of Schools who shall himself, or through a designee, investigate the complaint and render a decision in writing within thirty (30) days.
- 3.) If the complainant is not satisfied with the decision of the Superintendent of Schools, he/she may appeal to the Board of Education within ten (10) day of receipt of the decision of the Superintendent. Such an appeal shall be filed in writing with the Superintendent of Schools in his capacity as the Executive Agent of the Board of Education. The Board of Education shall investigate the complaint and, if it deems it necessary, hold a hearing to gather additional information. The Board of Education shall render a decision on any such appeal, in writing, within twenty (20) days of its being filed, or if a hearing should be held, within twenty (20) days of the conclusion of such hearing.

Adopted: November 10, 1975

*April 26, 1976